

Enlisted Placement Management Center



Seabee Placement

Code 4412



SEABEES
"We Build, We Fight"

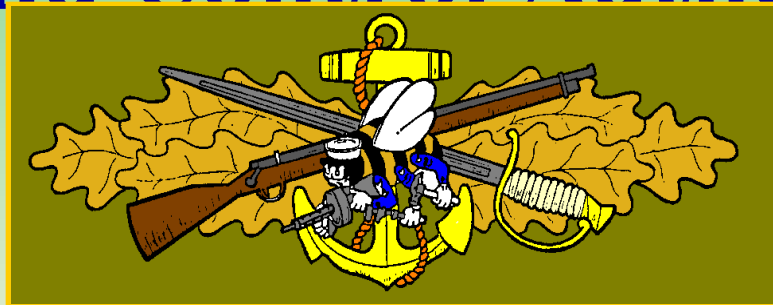


Overview

- SEABEE placement organization
- Role of Specialized Placement Department (EP44)
- Factors that drive placement decisions
- How EP44 performs placement
- Special cases and terms
- Current issues
- References and Points of Contact

EP 4412 Mission Statement

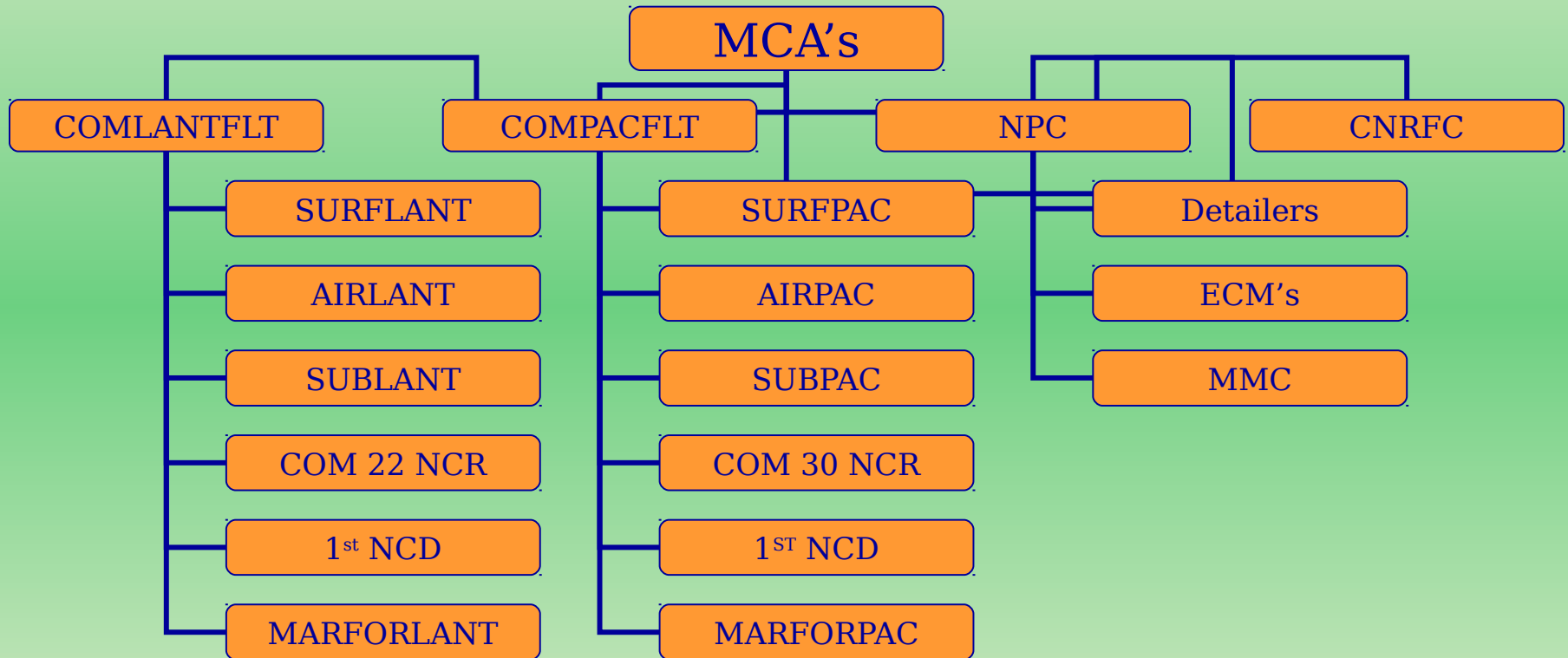
To optimize manning readiness through placement of enlisted SEABEES and support personnel for all NCF activities under the cognizance of appropriate Manning Control Authorities.



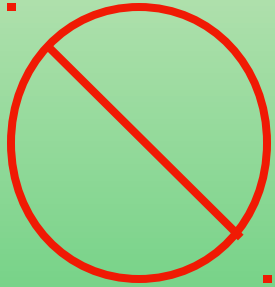
EP44 Functions

- **Central point of contact for these commands**
 - SEABEE
 - Medical/Dental
 - SPECWAR/EOD/Diver
 - Security/Corrections
- **Focus on Readiness**
 - Ensure compliance with MCA policies/priorities
 - Review all orders not meeting order edits
 - Optimize manning for commands
 - Focus attention on areas that need improvement
- **Educate, correct, communicate**
 - Annual/Semi-Annual Workshops
 - EDVR Review and PERSMAR
 - NEC management
 - NCF Manpower QMB

Seabee Manning Control Authorities



Who should call EPMAC?



- Individuals with questions about their personal detailing issues.



- Personnel who are responsible for their command's manning with questions about their command's manning issues.

- Anyone with questions about how enlisted placement is performed

Placement & Distribution

EPMAC SPECIALIZED PLACEMENT

EP4412



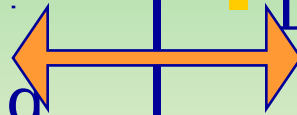
- Advocate for command
- Validates orders
- Ensures MCA policies
- Needs of the Navy
- Readiness
- Defined by command type

BUPERS SEABEE ASSIGNMENT

PERS 401



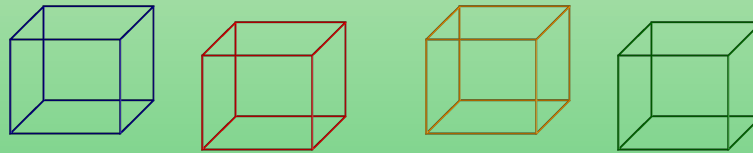
- Advocate for individual
- Writes orders
- Ensures personal career path
- Needs of the member
- Retention
- Defined by NEC



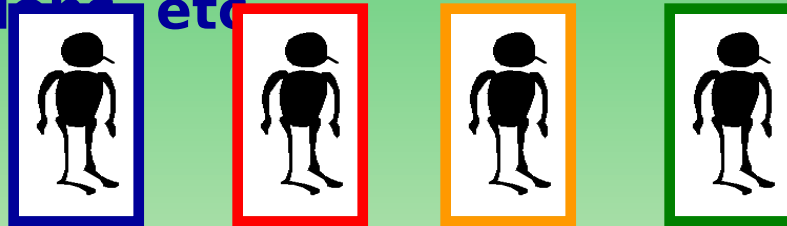
**Rating Specialist communicates between
Placement Coordinators and Detailers**

What is placement?

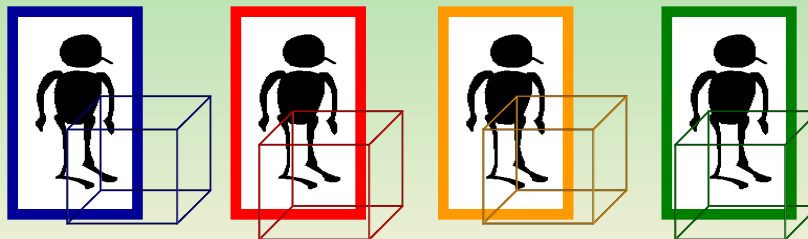
- **Billets Authorized (BA):** Funded billets IAW the EDVR.



- **Available Manpower Assets:** Affected by retention, advancement cycles, schoolhouse fluctuations, etc.

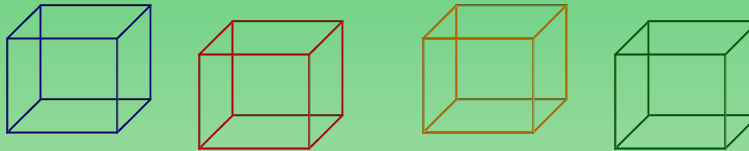
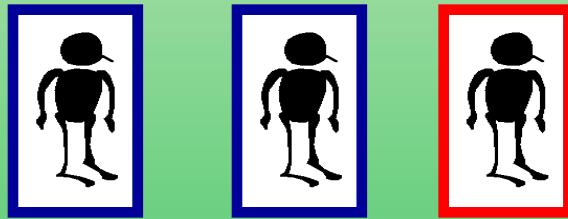


- **Ideally, they would match up exactly.**



What is placement?

- They never do

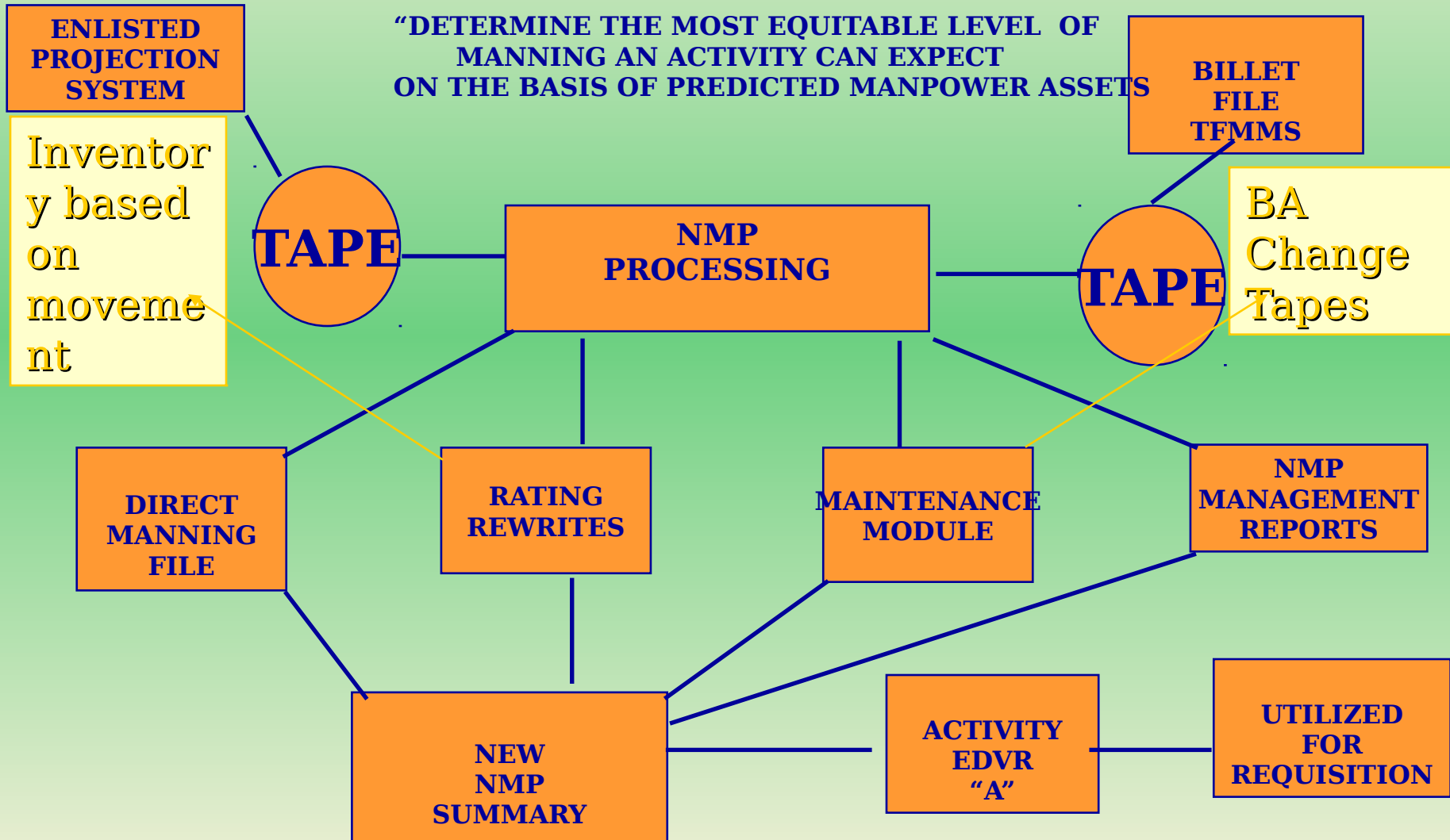


- **So who decides which billets get bodies and how...?**

Navy Manning Plan (NMP)

- NMP = Goal of “fair share” distribution.
- Developed by an algorithm that factors in
 - AVAILABLE INVENTORY
 - BILLETS AUTHORIZED (BA)
- No automatic recalculation. Regular monitoring performed by EP46. Proactive monitoring by Placement Coordinators is also key.

NAVY MANNING PLAN (NMP)



Enlisted Requisition

MCAP

COMPOSITE 3

COMM E0		MCA	L	CMP	3	PG	3 - 9	NEC	-	KBLT
UIC 55101		TAR		FAC		TUM0		ATC	S/S	HPC
SSN		PAGE	COMMAND	F		PERSEL				K S
S	C W					SSN	NAME	ARATE	EDA	B T DTLR ID
E	M I					RBBRV		S/S	HPC	ATC PROS
L	RQN #	T S	UIC	ACTY	NAME	NEC	NEC/K BLT	TUM	FC	C/P C/P CUR PRS DATE
	00100	*	55101	MCB	1	E0C	9598	093	2	N GGU GGU
	00300	*	55101	MCB	1	E0C		023	2	N GGU GGU
	00200	*	55101	MCB	1	E01	xxxxxxxxx	WILSO	E01	073 P N401CF1
	00300	*	55101	MCB	1	E01	5710	103	2	N GGU GGU
	00400	*	55101	MCB	1	E01	5710	103	2	N GGU GGU
	00800	*	55101	MCB	1	E01	5710	023	2	N GGU GGU
	00900	*	55101	MCB	1	E01	5710	043	2	N GGU GGU
	00300	*	55101	MCB	1	E02	5710	053	2	N GGU GGU
	00400	*	55101	MCB	1	E02	xxxxxxxxx	KOCH	E02	093 P N401CF
	00300	*	55101	MCB	1	E03	xxxxxxxxx	ROBIN	E0CA	033 C N401CF1

“N” Requisitions

	P9	P9		N	P	A
RABBR		BA	NMP	POB9	RQN	RQN
RQN						
NEC	060	060				
PNCM	5	5	2	1-		
PNCS	2	2	4			
PNC	12	11	9	2-		1-
PN1	15	15	10	3-	2-	
PN2	9	9	9			
PN3	4	4	2			
PNSN			4		2	
TOT	47	46	40	6-		1-

“N” requisitions- The quality and quantity of personnel required to bring a distribution rating from total POB9

What drives placement?

- **Navy Goal** : Obtain NMP that equals BA (affected by available inventory)
- **System Goal**: Man commands to NMP
- Requisition is generated when NMP deficiency shows at POB9
- Proactive monitoring and decision-making by Placement Coordinators and command personnel managers.

EP44 Specific Actions

- **Manning Actions**
 - **Pay-grade Substitutions, D-Rates**
 - **Additional Requisitions**
 - **Diverts, Comptours, Crossdecks**
 - **Support TEMADD assists**
- **Monitor**
 - **BA Change Tapes**
 - **Daily Transaction Monitoring Report**
 - **Order modification reports**
- **Correct Systematic Errors**
 - **Initiate NEC Removals and Awards**
 - **Initiate NMP Rewrites**

Enlisted Manning Inquiry Report (EMIR)

- **Used for special manning problems requiring immediate attention**
- **Not the most efficient form of communication**
- **Inherent value is in the recipients**
- **Contact us by telephone or email FIRST:**
 - **Answer will be the same**
 - **Shorter response time**

DISTRIBUTION RATE (D-RATE)

- **Last resort after all avenues have been exhausted**
- **MCA policy is advancement progression: BU or EA would replace SW billet before a UT.**
- **Some D-Rates are due to E9 advancements remaining in their current billet at command.**
- **Current D-Rates are mostly leadership positions**
- **FAC - coded billets (Seashore code 1 or 6)**
 - **FAC G is designated by paygrade or special series NEC**
 - **FAC H designated by source rating ie BU, SW, ECT.**

EDVR REVIEW

- Purpose: To proactively maximize personnel readiness by advising commands of manning shortfalls and required corrective actions
- Performed quarterly for NMCBs and semi-annually for others
- Command response required from NMCBs
- Link for PCEDVR:
<http://www.epmac.nola.navy.mil/>

EDVR Review Actions

- **Expired prospective gains/losses**
- **NEC Review**
- **Identify/correct critical manning deficiencies**
- **Highlight necessary database updates**
- **Reenlistment intentions**
- **Known or anticipated loss not reflected in EDVR**

PERSMAR

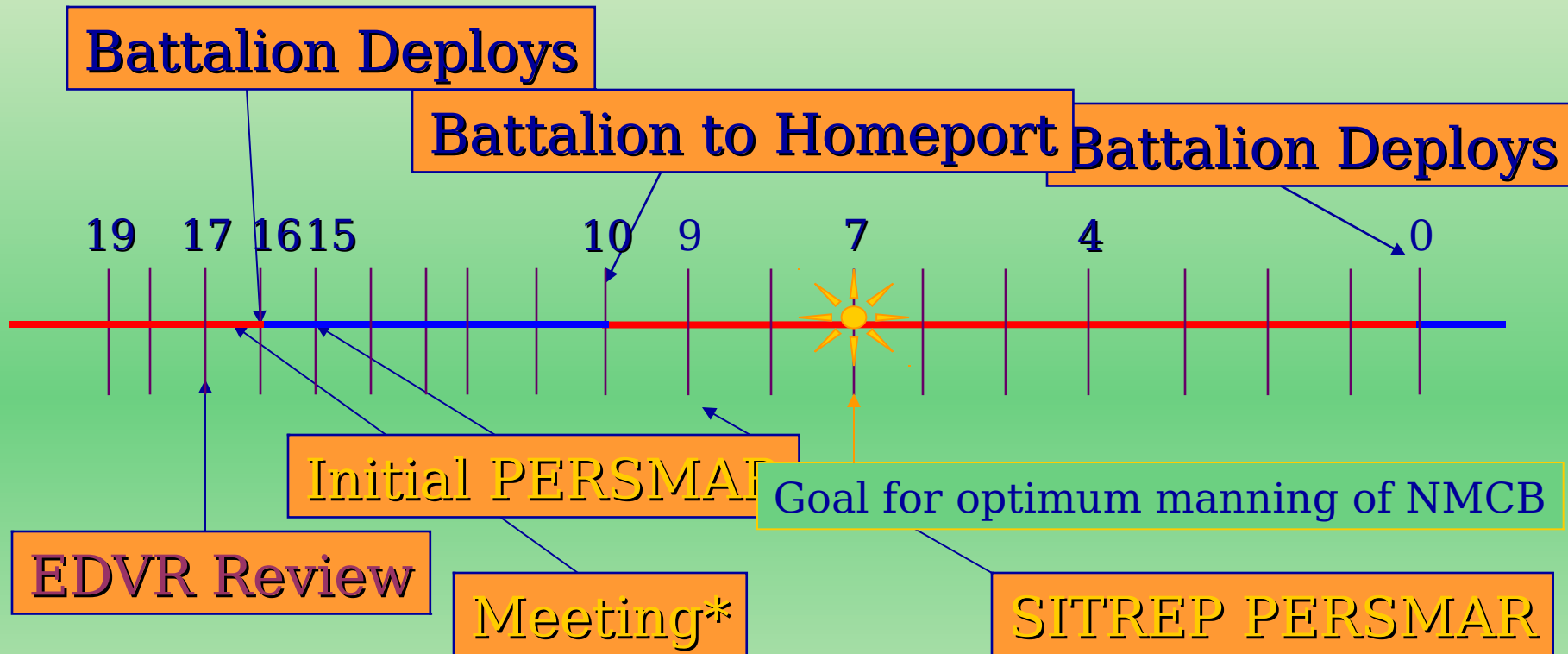
✱ Purpose

- ✱ To enhance enlisted personnel readiness of deploying units
- ✱ To keep operational and administrative commanders advised of manning shortfalls and corrective actions

✱ Action

- ✱ Identify/correct critical manning deficiencies
- ✱ Document berthing capability
- ✱ Update database
(Billets/NEC/PG/EAOS/DNEC/PNEC/SNEC)
- ✱ Re-enlistment intentions
- ✱ Known or anticipated loss not reflected in EDVR
- ✱ PRD adjustment to coincide with EAOS, if separating

NMCB PERSMAR CYCLE



*VTC or phone conference between 1NCD, NMCB XO/S1 and EP44

prior to deployment

All issues have been addressed when PERSMAR is submitted - within an 8 month window of goal date, allowing detailers time to respond.

EDVR Review Item of Interest

AN/FN/SN  **CN**

BUCN

Problems with this conversion create inaccuracies in the EDVR

- Review should be initiated at A-school
- Problem has been identified, but it is still being worked
- Resolution begins with command

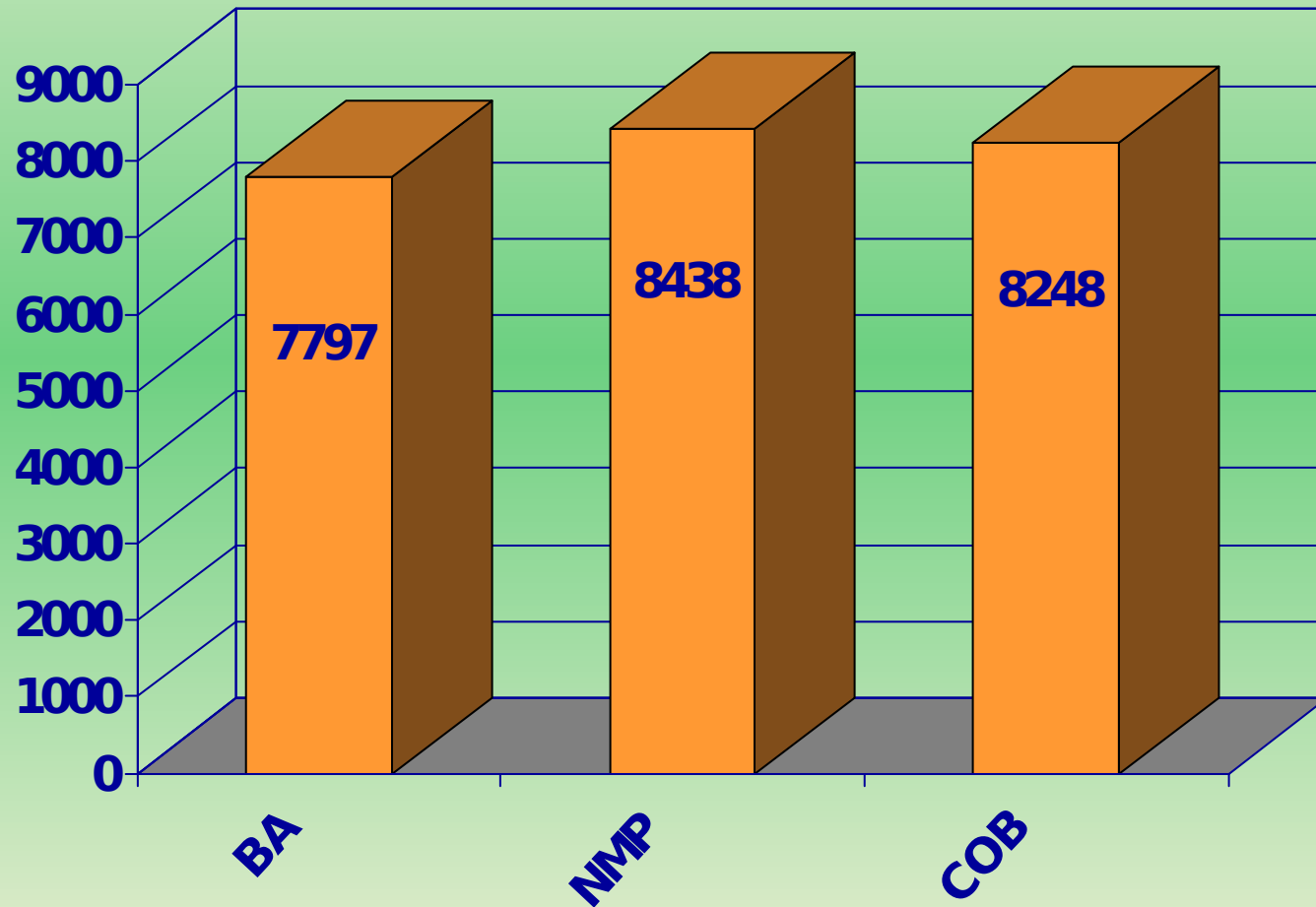
Current Issues

- **Cooperation with NPC**
 - Order edits - streamlined review process
 - Communication initiatives
 - Focus on providing adequately trained PGs
- **Chronic concerns from commands**
 - EO numbers - inability to man to C2
 - Fleet ratings - LINK article
 - SEABEE Chiefs in battalions
- **NCF Manpower Working Group**
 - ECM, NAVFAC, N1s, PERS-401, RESFOR

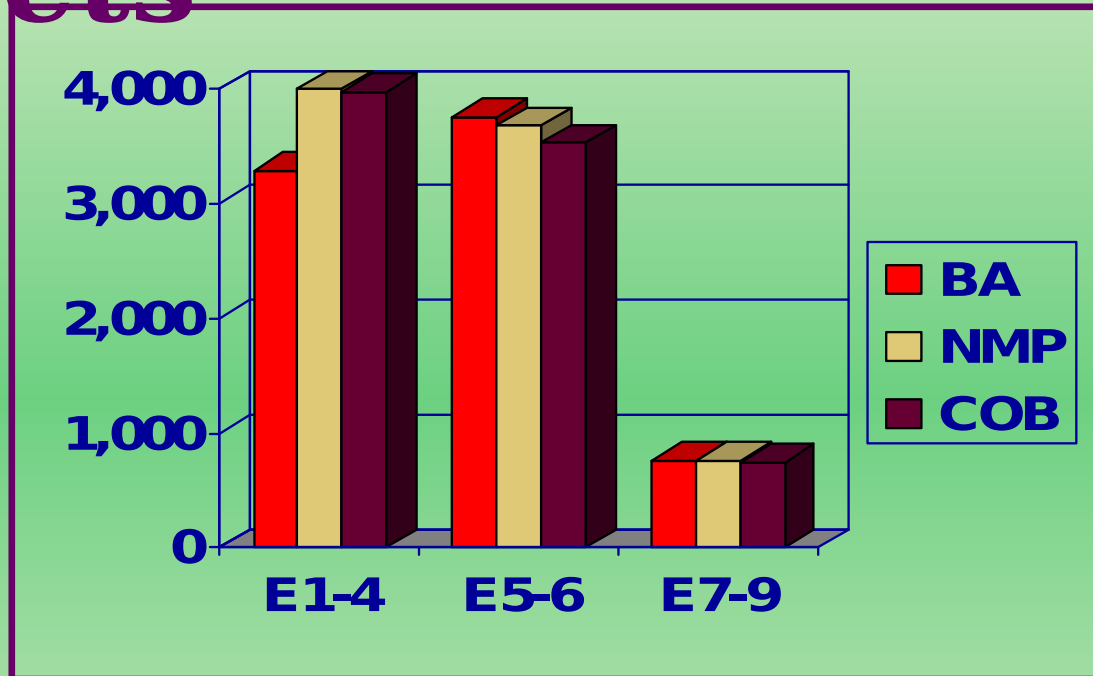
Current Issues

- **Reinstate Original Deployment Schedule**
- **1NCD, SRG Lant and PAC and Operational Regiment**
- **SUPER JASS and Sea Warrior**
- **PERSMAR / EDVR review**
 - **Requisition boost - similar to other deployers**
- **ITEMPO (On Hold)**
 - **All sea-to-sea tours screened for busts**
 - **MCA approval required for high counters**

Overall Seabee Manning



Distribution of Seabee Assets



E1-4

BA 3286

NMP 3999

COB 3972

E5-6

BA 3754

NMP 3681

COB 3531

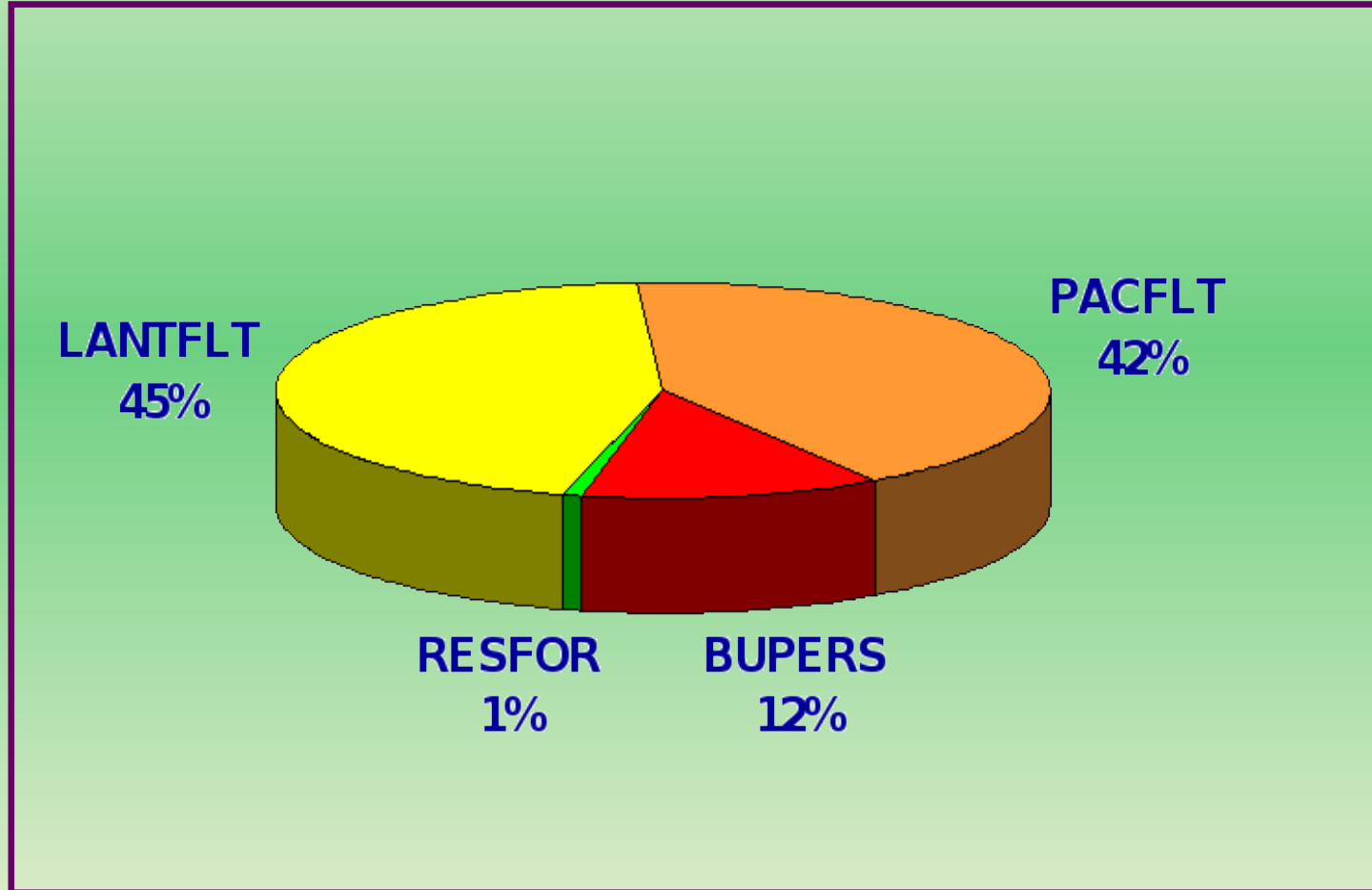
E7-9

BA 757

NMP 758

COB 745

Distribution of Seabee Assets

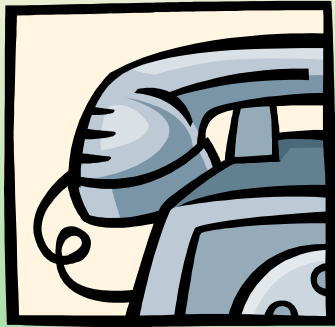


Summary

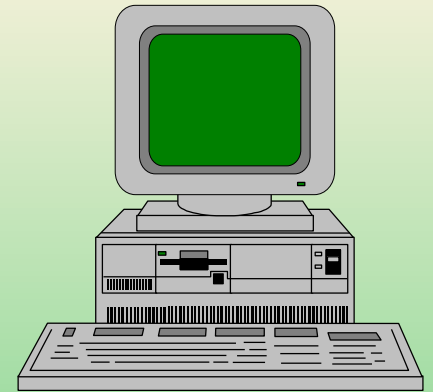
- EPMAC Specialized Placement (EP4412) is your POC for COMMAND manning concerns
- Navy Goals: BA = NMP
- System Goals: Man to NMP
- Recommendations
 - Read references
 - Verify EDVR
 - Call for help or email ANYTIME

References

- **OPNAVINST 1000.16J**
Manual of Total Force Manpower
- **EDVRMAN 1080 #4 UM1**
Format and procedures for validation of Enlisted Distribution and Verification Report (EDVR)
- **NAVPERS 18068E**
Navy Enlisted Manpower and Personnel Classifications and Occupations Standards (Section II)
- **NAVPERS 15560D**
Military Personnel Manual
- **EPMAC Website:** www.epmac.nola.navy.mil
- **CODE 44 Website:**
<http://www.epmac.nola.navy.mil/code44/44.htm>



EPMAC 4412



Seabee Points of Contact:

- **BUCS(SCW) - COMM/DSN (504) 678-1927**
- **BUC(SCW) - COMM/DSN (504) 678-5181**
- **UT1(SCW) - COMM/DSN (504) 678-1636**
- **Dept Fax: (504) 678-8731**